

The Gustavus Wellbeing Initiative:

An Innovative Vision for the
Present and the Future

Building Healthy Academic
Communities National Summit

April 22, 2013

GUSTAVUS 

GUSTAVUS ADOLPHUS COLLEGE

MAKE YOUR LIFE **COUNT**



Wellbeing Website

<https://gustavus.edu/wellbeing/>

Wellbeing Introductory Video

http://www.youtube.com/watch?v=2SOSJ_AeARk&feature=youtu.be

Gustavus Wellbeing: It's Your Choice

BE U

GUSTIES FOR
WELLBEING

Wellbeing Assessment

Gustavus Adolphus College: Overview

- Highly selective, private, co-educational, residential, liberal arts college affiliated with the Evangelical Lutheran Church (ELCA) in America
- Founded in 1862
- 2,500 undergraduates, representing 41 states and 20 foreign countries (56% women, 44% men)
- 26,000 living alumni

Gustavus Adolphus College Mission



"The purpose of a Gustavus education is to help students attain their *full potential* as persons, to develop in them a *capacity* and *passion* for lifelong learning, and to prepare them for *fulfilling lives* of leadership and service in society."

Background and Need for Innovation

- Increasingly, students are coming to college with more pronounced skill deficits in a variety of areas in their personal lives that make the transition to college more challenging.
 - Less equipped to identify and manage their emotions
 - Less equipped to deal proactively with interpersonal conflict and disappointment
 - Less equipped to cope effectively with stress
 - Less equipped to manage time and schedules, and to set priorities
- At the same time, our students are active, have wide ranging interests, and want to thrive and live on purpose.
- At Gustavus, we are working to identify and develop proactive strategies to meet the increasing demand of a new generation of college students with pronounced skill deficits, as well as teach students how to be balanced, purposeful, and well.

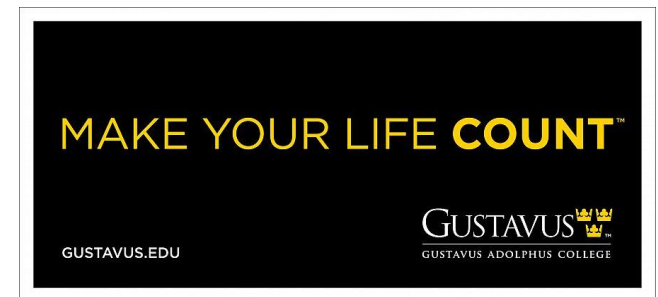
Conditions that Support Wellbeing at Gustavus



Gustavus is an optimistic, positive community guided by core values of *Excellence, Community, Service, Justice, and Faith* and an educational mission that inspires it's students, faculty, staff, and alumni to live on *purpose*, strive toward *balance*, and *thrive* in all that we do.

Make Your Life Count™

- A brand, a promise, an educational ethos
- 150 year history and tradition
- Grounded in five Core Values — *Excellence, Community, Justice, Service, and Faith*
- Wellbeing and Leadership are nurtured by an optimistic, positive, and authentic community
- A mission that inspires vocational discernment exploring “calling,” living on purpose, and leading from within



Wellbeing at Gustavus: Timeline

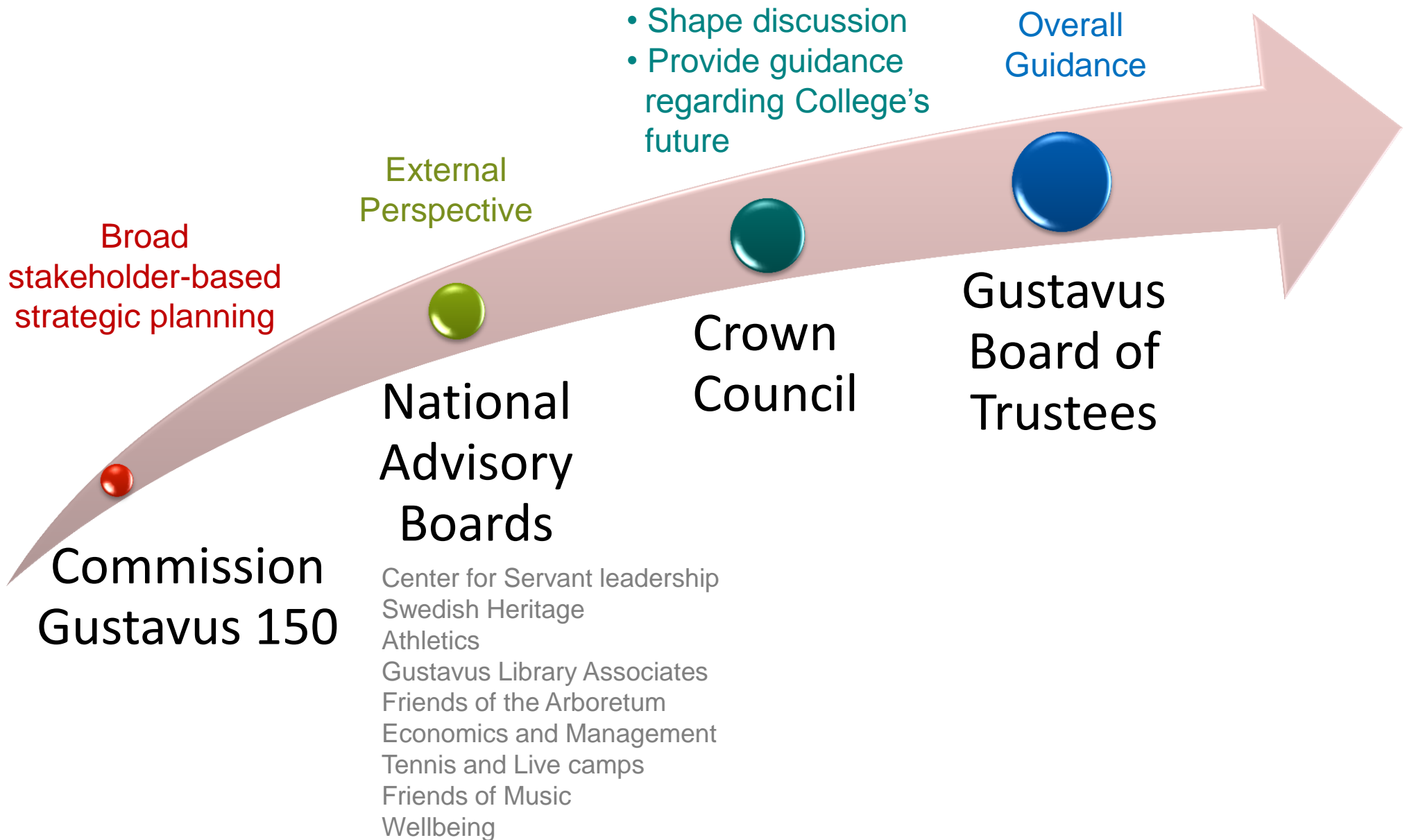
- 2008: Health and Wellness Strategic Initiative
- 2009: Commission Gustavus 150
 - Twenty (20) Health & Wellness Recommendations
- 2010: Gustavus Wellbeing Model Developed
- 2011: President's Task Force on Wellbeing
 - Mission, Vision, Recommendations
- 2012: Wellbeing Thought Leader Gathering at ASI
 - On-campus Program Development
- 2013: National Advisory Board

Alignment with Commission Gustavus 150

The Wellbeing Task Force identified a broader, more comprehensive vision for the College that weaves together key Commission Gustavus 150 priorities into a unified mission-centric plan.

CG 150 Health and Wellness/Wellbeing Priorities:

- Create a comprehensive wellness model and a Health and Wellness Office to implement a campus-wide student, faculty, staff and alumni health and wellness program
- Develop a staffing structure, programs, resources and facilities to manage a campus wellness effort
- Provide comprehensive education in the areas of stress management, time management, and maintaining a balanced lifestyle
- Integrate health, wellness, and fitness opportunities and philosophies throughout campus
- Explore ways to integrate the arts throughout the campus to augment health, wellness, and fitness initiatives



Vision for Wellbeing Initiative



*"To create a **nationally** recognized program that educates and empowers the entire campus community to be authentic, purposeful, and balanced people who are equipped to thrive and meet the challenges of a world in need."*

Mission for Wellbeing Initiative



“To purposefully foster the health and wellbeing of individual members of the college and to create a healthy organizational culture in which all members of the community can thrive personally and professionally.”

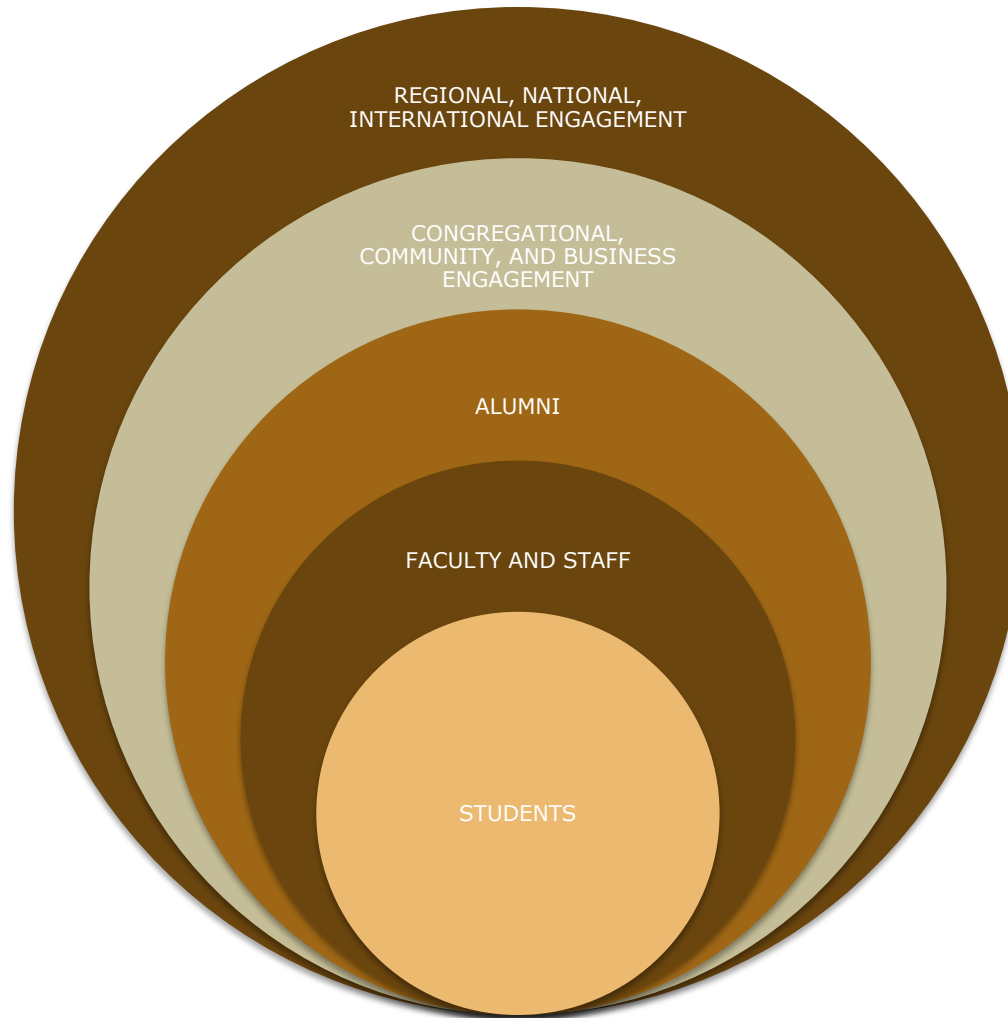
Gustavus Wellbeing Model



Choice
Personal Values
Gustavus Values
Make Your Life Count



Gustavus Wellbeing Initiative: A Targeted Focus



A Vision for What is Possible: A Signature Space



A Vision for What is Possible: Academic/Curricular Components

- First Term Experience, New Student Orientation, Reading in Common
- Wellbeing Faculty Fellows Program
- Wellbeing Scholars Program
- Wellbeing Institute
- Interdisciplinary Wellbeing Minor
- Pre-Health Advising, Internships, Career Exploration
- Distinguished Chair of Wellbeing Studies



A Vision for What is Possible: Student Life / Co-Curricular Components

- Be U: Peer-Based Group Wellbeing Coaching Initiative
- Mindfulness-Based Stress Reduction (MBSR) and Campus-Wide Contemplative Practices Initiative
- Kitchen Cabinet, Big Hill Farm, Dining Service, Nutrition
- Collaboration with On-Campus Wellbeing Hubs—Residence Life, Campus Ministries, Athletics, Johnson Center for Environmental Innovation, Center for Servant Leadership



A Vision for What is Possible: Outreach to Alumni, Friends, Congregations, and Business

- Wellbeing Programs for Alumni – speakers series, workshops, trainings, group coaching, etc.
- Congregational Outreach and Engagement – Pastor to Pastor Program, workshops, lectures, outreach, etc.
- Business Engagement – consultation on employee health and wellbeing programs, speakers series, wellbeing summer institute on campus.
- Summer Camps for high school students on campus and/or in the Twin Cities.



Wellbeing National Advisory Board

- The development of a Wellbeing National Advisory Board (NAB) is assisting the Director and the College with...
 - Strategic planning
 - Program development for both on and off constituents
 - Profile raising
 - Fund raising
- **Scott Gilyard '83**, Gustavus alumni, is the inaugural Chair of the Wellbeing National Advisory Board
- NAB met in January 2013
- Next meeting of NAB is April 2013



NAB Framework

- External Perspective
 - Thought Leaders and Expertise
 - Alumni connection to college
- 3 year terms, renewable
- Members nominated by the College or by identification by friends of the College
- Meet as needed to provide adequate counsel
 - 3-4 times a year for ½ day
- Supported by Assistant to the President for Special Projects

Wellbeing NAB Recruitment, Membership and Breadth of Expertise

Keith Roberts, Vice President of Wellbeing and Optum at
UnitedHealth Group

Katie Bell '97, Vice President at Gallup Corporation

Robert Gazzola '83, M.D. at Mankato Clinic and Gustavus Adolphus
College Medical Director

David Moen, MD and President at Bluestone Solutions

Mary Jo Kreitzer, Director of the Center for Spirituality and Healing
at the University of Minnesota

Bill Manahan, Health Care Consultant

Nico Pronk, Vice President at JourneyWell and Health Partners

Nathan Dungan, Owner of Share Save Spend

Randy Farrow '83, President and CEO at Mankato Clinic

Jayne Sommers '02, PhD Candidate (Higher Education) and
Research Assistant at the University of Minnesota

Darrell Jodock, Gustavus Adolphus College Religion Professor
Emeritus

Kristin Vickers Douglas, Mayo Clinic

Mara Melum, Owner and Leadership Consultant at Minerva Institute

Robert Christenson '58, Health Care Consultant

Jenny Evans, Consultant at PowerHouse Performance Coaching

Troy Shafer '94, Director of Student Health and Wellness at Saint
Cloud State University

Pete Bissonette '77, President at Learning Strategies, Inc.

Brita Gilyard '11, Recent Gustavus Adolphus College Graduate and
Practicing R.N.

Patrick Clark '13, Recent Graduate and Assistant Men's Tennis
Coach at Gustavus Adolphus College

Sally Turritin, Owner, Prime Mortgage at State Bank Trust

Jo Nord '85, Family Physician at the University of Wisconsin

Catherine Byers-Breet, Owner of Arbez

Christine Grotjohn '09, Manager of Training and Development at
UnitedHealth Group

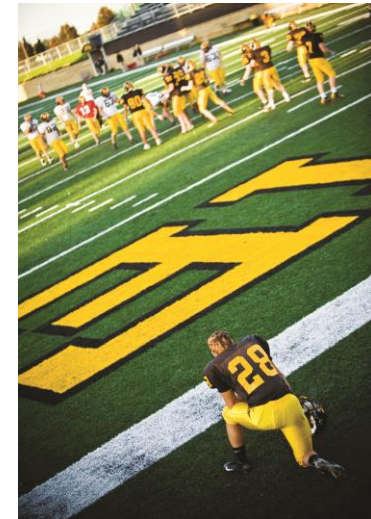
Craig Johnson '69, Interim Senior Pastor at Mount Olivet Lutheran
Church

Joel Wiberg '60, Retired Pastor and Counselor

Wellbeing Design Challenge

Question Posed to Wellbeing NAB in January 2013:

How do we bring wellbeing into action and start making an impact on individual students in their daily life?



Gustavus Adolphus College/United Health Group Design Thinking Project

How might we encourage students to
take ownership of their own wellbeing?



4 Points of View

1. “Kate” a struggling and self-conscious freshmen who is used to overachieving needs a welcoming environment where her weaknesses are not exposed because the tight-knit and competitive Gustie community stigma discourages students from opening the door to school resources.
2. “Sarah”, a stressed, and overloaded sophomore needs guidance on how to bring balance into her student life, because she feels pressure to participate in too many activities and wants to feel ore supported, rewarded, confident about her future.

4 Points of View: Continued

3. Transition Terry is a junior and needs to create personal balance between academics and other life priorities because he is an overachiever and stretched too thin in preparation for his journey into the real world.

4. An overcommitted driven student who feels pressure from self, peers, and GAC culture to succeed needs to find a meaningful life balance because there is a lack of permission and framework to define/set boundaries for my wellbeing.

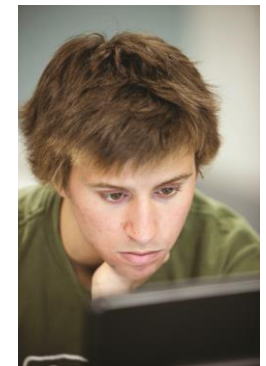
Key Findings/Takeaways

- Wellbeing needs to be integrated into the curriculum – can't be viewed as extra or one more thing to do
- Needs to be tailored to each individual student and can't be a generic one size fits all
- Use of technology will be important – e.g. personalized assessment and wellbeing plan that will help keep this in front of students and that can be routinely updated
- Faculty involvement and support will be key – May need to build this into job expectations and compensation plans
- Upper classmen involvement as mentors could be an effective component
- Alumni could also be tapped to support these efforts as a way to give back
- The Wellbeing focus should be introduced as part of the student recruitment process – prospects need to know that this is part of the Gustavus experience and should be factored into their decision

Next Steps for Wellbeing at Gustavus 2013 – 2014

Continued Development of the components of a Comprehensive College-wide Wellbeing program including:

- Wellbeing Roundtable
- BE U: Peer-based Wellbeing Coaching program – students, faculty, and staff
- Faculty Engagement – Wellbeing Faculty Fellows Program
- Mindfulness (MBSR) and Contemplative Practice Initiatives
- Good Food for Busy Gusties – On-campus collaboration
- Website, Marketing and Communications
- Secure funding for staff and programming
- Continue to engage NAB and key strategic partners



Comments

Questions

Reactions

Dr. Stephen R. Bennett

Associate Dean of Students
and
Coordinator of the Gustavus Wellbeing Initiative

sbennett@gustavus.edu
(507) 933-7526

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